Ryan Lombardi and Mary Opperman welcomed members back to the first meeting of the year. There were introductions of those in attendance.

Vice President Lombardi made note of the importance of recognizing the negative way this topic is being talked about during the presidential election period and how to support students if they are triggered or concerned. He mentioned that we would discuss the matter more later in the meeting.

- Announcements by Council members
    - Laura Weiss, Director of the Women's Resource Center, reported on the Big Red shuttle launch that begins this evening. The shuttle will run Fri and Sat from midnight to 3am to north and west campus. It is meant to be a free and safe ride home to students on an ongoing basis. More information is available at Cornellbigredshuttle.com.
      They will assess how it goes this semester and further develop it and expand in the future.
    - Kate Harding, Asst. Director of the WRC reported on:
        - New program efforts to address toxic masculinity and sexual communication. There is a weekly sexual communication series: Hump Day Lunch on Wednesdays 1-2pm in the International Lounge of WSH. The program is open to staff and students. There will be a series to examine toxic masculinity (vs positive masculinity) that will kick off on Oct. 24.
        - There is an idea to have a Student Leadership Summit next semester to better engage student leadership on this issue. It is especially important to

get students involved who are not the "typical" student leaders that come to mind.

- o Tim Marchell, Director of the Skorton Center for Health Initiatives, reported on the new video *Intervene* and its pilot and evaluation phase:
  - Production on the video was completed earlier this fall. The video covers 7 topics and how to effectively intervene when there is risk associated with: sexual assault, IPV, sexual violence, harassment, mental health crisis, hazing, alcohol poisoning, and racial bias. The video is 20 minutes long.
  - They are currently piloting the workshop with the video and implementing pre & post measure follow ups.
  - Also a randomized control trial with pre and post measures of follow up are being conducted with only those watching the video.
  - The video will be ready to be shared with the entire campus and beyond in the spring when results are analyzed and recorded.

- Nina Cummings, Sexual Violence Prevention Coordinator, introduced the idea of holding a spring 2017 staff forum on campus sexual/dating violence. The Strategic Planning Committee was considering ways to engage staff more thoughtfully around this issue, the campus climate data, their obligations upon student disclosure, etc. With the early stage planning of Sexual Assault Awareness Week in the spring 2017 organized by students, this could demonstrate a way for staff to get involved and increase awareness of students' experiences. Feedback was requested about this forum idea: Is this a good/reasonable idea? What are the concepts we should talk about/how should we cover it?

Feedback on idea:
- Have a panel: talk about how we can support students, esp. those in crisis.
- What constitutes sexual assault vs sexual harassment?
- How to talk about sexual assault with others despite not having experienced it ourselves/despite professional training? How to be sensitive to the issue, especially upon disclosure.

- Educational component; esp. what does harassment look like in the workplace and what are the resources to help
- Black Lives Matter forum idea; staff craved to talk about these issues with each other as well as with students so this could be similar
- Advance notice from students so we can actually aid them and help with publicity of their events to staff as well as students
- Inviting staff and faculty to events that students create; make it more clear so staff feel welcome and will attend the SAAW events
- Understanding Title IX and the difficulty of reporting for students/staff
- What happens with social slamming/presidential election
- Make sure all communities are represented in how it's put together and how it plays itself out in various communities
- A smaller venue might be more effective, and feel safer for some staff
- Older generation don't understand the code of communication of students; social media doesn't mean same to older generation; students can educate staff/faculty/adults about how they communicate
- Interesting/powerful to hear it's not just an issue that affects students but it's a climate issue throughout our lives and how this extends beyond the student realm (professional, familial realms, etc.)
- "What I wish my professor/student/coach knew" type of event can be discussed; could be good for empathy building
- Educational piece is critical; at a basic level, people don't want to say the wrong thing or don't know how to engage in it; how to help people have these discussions and talk about their fears of saying the wrong thing
- Have a panel of men to talk about this issue so it isn't seen as only a women's issue; men talk to male students; how to be advocates and get involved as well
- Professors are also important to involve in these discussions as they interact with students on a daily basis

Nina Cummings concluded the discussion by summarizing that it appeared Council members agree we should pursue this idea of a staff forum There was agreement from the meeting attendees.

<u>Presentation</u> – Campus Climate Data Update: The context of sexual violence

- Tim Marchell introduced a brief update on the context of sexual violence with data from the Campus Climate Survey. But first he opened up the conversation to address the national climate after remarks about sexual assault in the Presidential election. What are we hearing from our students about the current situation nationally? To what extent can we approach this as a teachable moment/positive approach?

Comments:

- Hearing "nasty old men" and disgust; this is not acceptable.
- "creepy old men" → maybe okay when you were younger but not okay anymore; want to fire them and take action. Communicate to students that it wasn't okay in the past either and letting students and faculty feel like they have a voice.
- The current conversation is looking at sexual violence in very gendered and sexist ways; need more conversation from the LGBT+ community. The current trends don't speak to certain populations because of how they are being framed.
- Students haven't been talking about the political comments because they feel so over what's happening right now; doesn't feel like a productive conversation and wanting to move past it to get something good out of it
- Native American group perspectives voiced: this guy gets away with it because he's a white man and powerful; people only pay attention when the victim is a white woman and other than that people don't care about it; putting intersection of race, ethnicity, and power to enhance the conversation
- A lot of students of African descent feel this is a tough topic; issues of rape from the past and the issue of racism make it a difficult topic for certain communities to talk about; not something people are volunteering to talk about
- Discussion about the enabling role of others; bystander intervention; how can I take myself out of a situation like that? Role of community members and bystanders that contribute to this

- Purpose of this group is to create space for these conversations and be mindful of what students will be thinking and reflecting on; will not just end on election day, will continue for the months ahead

Tim then offered the presentation on the data outlining what is known about offenders, location of assaults, relationships to victims, alcohol use, group affiliation. The following comments/questions were raised during discussion:

- How do these number compare nationally with other colleges? (The other AAU schools that participated found similar prevalence and incidence)
- Distinction between faculty/staff. Did the survey distinguish? (No)

Comments:
- The fear of negative consequences: getting other person in trouble or if it will affect them negatively socially/social isolation
- Power relationships of who's important and who's not in the community
- Struck by number who didn't think it was serious enough to report
- How many actual aggressors are out there? Smaller number with multiple offenses or many aggressors perpetrating?
- How many of these possible repeat offenders don't recognize that there's something wrong with their behavior and recognize that this is sexual violence?
- Self-blame of victims (drinking, shouldn't have been there, etc.); "he's not that type of person"; normalizing it; can tie into "it's not serious enough to report"
- How prevalent sexual assault is; many students know several students and will share their experience with others ("I wasn't injured")…don't want it to seem like it's a normal part of college experience and thus not so serious
- Extrapolated this is 1,800 sexual assault/misconduct on this campus every year
- 55% of assaults happen in Greek housing: astonishing and we should focus our efforts on these communities to reduce this
- It is important to know that people go to their friends after an assault, not a program; a follow up survey might ask what was their friend's response (supportive, negative?)

- What is normalized is not reported. If it's normal to not report, then it makes it okay for perpetrators to keep doing it because there's no check. How to approach issue on campus: focus should be on normalizing reporting and what friends tell each other and what advice friends give each other…friends should be challenged about why they think it's ok to let this happen in their community?

- Educating of wrongness of aggression as well as the rightness of reporting and the morality around that. But reporting is complicated and difficult.

- Trauma and not thinking its serious enough can impact victims

- Wondering if in terms of shame question, on the next survey there could be a breakdown of what could be done so that you'd be more likely to report or share beyond your friend group; many students ashamed of using campus resources; think something wrong with you ("girl going to CAPS")

- Breakdown of friend groups after an event; people taking sides; not liking someone anymore because they're still friend with someone who did something. Creates social isolation.

- On the next survey, break down the experience; what happens; what does party mean (house, frat, dance team, going to a club, party hopping, rushing, grad students having a bbq then a party); when are these events happening? More details that will inform prevention.

Vice President Lombardi thanked the Council for the discussion which will provide guidance moving forward.

Meeting was adjourned at 12:02pm.